

Disclaimer: Activities with children must always be risk assessed, including for allergies or choking. Children must always have adequate supervision. Resources and materials must always be appropriate for children's age and stage of development.

Top tips: equality, diversity, inclusion

While ensuring that your setting is inclusive and welcoming to all families is part of your everyday practice, Pride month in June is a good opportunity to review your practice and audit your setting. Here's some key areas to consider:

- Ensure your policies are up-to-date and reflect the requirement for ensuring people with 'protected characteristics' are included and not discriminated against (protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation)
- Reflect whether you are demonstrating equality, such as by providing additional resources for some families/children/staff to ensure that they are given the same 'equality of opportunity' as others. For example, a parent with a visual impairment may require communication to be in a large print format to ensure they have equal access to the information as other parents with no sight impairments
- Identify if your setting would benefit from an Equality Named Coordinator (ENCo), or similar, who can liaise with parents and the setting lead for additional/special needs to ensure all children and families are included on a day-to-day basis
- Review your advertising and promotional material, as well as any forms you use, to ensure any reference to family members are not limited to just 'mother' and 'father'
- Audit your classroom resources, including books and displays; identify if they provide positive examples of gender, race, disability and families and avoid reinforcing traditional gender specific roles or family structures
- Audit small world and role play resources to identify if they are gender neutral and diverse, such as gender neutral dolls with a range of skin tones, and if they reflect additional needs such as Down's Syndrome, wheelchair users, wearing glasses etc.
- Identify whether opportunities for equality, diversity and inclusion are promoted in all activities, including an emphasis on talking about the importance of love, kindness, acceptance and respect for all people, regardless of their differences



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- Review your annual calendar of celebrations and ensure that your local communities and cultures are reflected, as well as offering opportunities to celebrate those which are less immediate
- Remember to include discussions around LGBTQ+ families (lesbian, gay, bisexual, transgender and queer. The + represents those who choose not to identify with a label). Having conversations around this does not mean you have to reference sex or anatomy; it's simply an opportunity to discuss concepts such as respecting others' differences, treating people with fairness and kindness, and understanding that every family is unique.

NDNA products to support you with these tips

- Factsheet – [Equality named co-ordinator](#)
- Factsheet – [Equality Act \(Scotland\)](#)

And more resources at www.ndna.org.uk/hub/myndna